



National Organizing Program

1. Introduction

- 1.1 All provisions contained in this program are in full force provided they are in compliance with the National Constitution.

2. Definition and Purpose

- 2.1 Essentially, this program is to organize new units, and/or new members, and/or new local unions of COPE. The program is aimed at consolidating and increasing the membership in COPE in all its regions.

3. Finances

- 3.1 The Fund shall be financed by the monies collected for that purpose in accordance with the National Constitution.
- 3.2 Surplus money will be kept in the Program Fund which may be used from time to time to finance expenses incurred by the operation of the program.
- 3.3 The National Secretary-Treasurer shall administer the funds and the National Executive shall be responsible for the program. The National Secretary-Treasurer shall submit a financial report at every regular meeting of the National Executive.

4. Hiring and Supervising

- 4.1 Each Region is entitled to receive a subsidy from the National Union to hire up to two (2) fulltime or part-time organizers on a temporary basis.
- 4.2 This program is open to all Councils and Local unions provided a request is filed in writing to the National President. Such application must include an organizing plan describing the groups targeted for organizing by the Council or Local union.
- 4.3 The National Executive shall determine which Councils and Local unions receive a subsidy. Subsidies are paid on a monthly basis.
- 4.4 75% of the salary and benefits¹ paid by the Council or Local union to the hired organizer or person whose time has been cleared to act as an organizer shall be reimbursed from the subsidy granted by the National Union, not to exceed \$85,000.00 per year per organizer. All remaining amounts paid in salary and benefits and other related costs of hiring or clearing an organizer are to be borne by the Council or Local union.

¹ Benefits include group insurance and pension plans

- 4.5 It shall be mandatory to exclusively assign to union organizing the hired organizer or person cleared to act as an organizer under this program.
- 4.6 The organizer shall submit a detailed report of his/her organizing activities to the National President and Regional Vice President each month using the form prescribed by the National Union.
- 4.7 Subsidies granted to a Council or Local union may be ended at any time by decision of the National Executive.

5. Bonuses

- 5.1 The National Union will pay a premium amounting to \$3.00 per employee to any member who provides the name of an unorganized contact who is involved in a successful organizing campaign leading to the group certification.

6. Organizing Campaign

- 6.1 When there is an organizing campaign in a region which does not have the maximum allowable number of organizers, Councils and Local unions from that region can send a written request to the National President in order to obtain a subsidy to help the Council or the Local union cover part of the costs directly related to the said organizing campaign.
- 6.2 The subsidy request sent to the National president must describe the targeted group for the organizing campaign as well as a detailed statement of the forecasted expenses that the Council or the Local union intend to incur for the said organizing campaign.
- 6.3 The National Executive will determine if a subsidy will be granted and the amount of the subsidy, as well as determine the methods and conditions that the Council or the Local union must observe in order to be eligible for the subsidy.

7. Review

- 7.1 This program may be amended at any time by the National Executive.

Amended at COPE National Executive meeting held from March 24-26, 2019, in Ottawa, ON (Resolution 2019-010).